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Minority Supplier News

Certify ♦ Develop ♦ Connect ♦ Advocate

A Publication of the National Minority Supplier Development Council, Inc.®

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NMSDC CELEBRATES 40TH ANNIVERSARY

Happy Anniversary!!!

The National Minority Supplier Development Council (NMSDC) celebrates its 40th year in 2012, making it one of the country's longest-established organizations focused on minority supplier development.

"Forty years is a great milestone to achieve," said NMSDC President Joset Wright. "Turning 40 speaks to the solid legacy and continued vitality of the organization, as well as the value proposition it represents to corporate America and the Asian, Black, Hispanic and Native American businesses that we certify. It also marks an appropriate time to take stock of the organization and make enhancements to improve on service delivery and programmatic offerings."



Chartered in 1972 as the National Minority Purchasing Council, the organization was renamed the National Minority Supplier Development Council. It celebrates its 40th anniversary in 2012.

To commemorate this special year, NMSDC embarked on a five-year strategic plan that is designed to set the course of the organization well into the future. (See more on page 2.)

Additionally, the commemoration includes displaying a custom logo on its Web site and marketing materials; highlighting the successful, long-

term relationships between our certified minority business enterprises (MBEs) and corporate members; and reflecting on the people and events that have shaped our history.

Stay tuned to the NMSDC Web site at www.nmsdc.org, and [Facebook](#) and [Twitter](#) for more information.

NMSDC TO LEAD BUSINESS MISSION TO AUSTRALIA

The NMSDC International Program — Global Link — will host a business opportunity mission to Australia March 30-April 8. Held in partnership with the Australian Indigenous Minority Supplier Council (AIMSC), the mission's principal objectives are to provide all participants with direct Australian market exposure and targeted match-making business opportunities with Australian indige-

nous enterprises.

Cisco Systems, GlaxoSmithKline, IBM and Pfizer extend their commitment to the Global Link by sponsoring this mission. They will work to ensure participating firms position themselves to make business contacts, solidify business strategies, and advance specific projects in Australia for corporate and MBE participants.

The agenda will also include

meetings with high-level national and local government officials, networking opportunities, country briefings and full participation in AIMSC's 2nd National Conference and Business Opportunity Fair.

Participants in this business opportunity mission to Sydney and Brisbane will also visit Sydney and Brisbane; meet with certified indigenous Australian mi-

NMSDC Announces Five-Year Strategic Plan

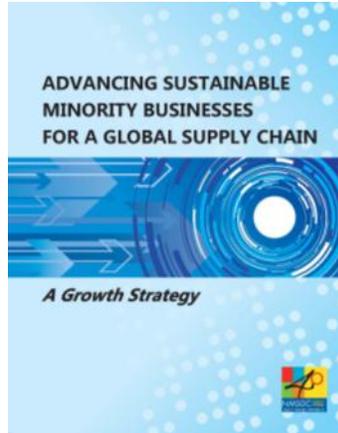
Last year, the National Minority Supplier Development Council engaged in the first phase of a strategic planning process led by a team of consultants from Accenture. Many corporate members, MBEs and staff members were interviewed and surveyed. In January 2012, six working committees began work on specific initiatives to support or enable strategic goals. The final phase will involve implementation.

“Many people take stock of their lives and careers as they near the age of 40,” said NMSDC President Joset Wright. “It was only fitting that we took a closer look at the organization as it neared 40 to make sure we were properly positioned for greater growth and success.”

The 10-month planning process revealed that NMSDC’s mission was solid, and highlighted four core competencies — certify, develop, connect and advocate.

Certify – Certification continues to be at the core of what we do, ensuring that minority businesses are *bona fide*.

Develop – We continue to develop not only our certified MBEs to promote



business growth, but also our corporate members and NMSDC network staff, through new delivery channels and expanded learning offerings.

Connect – NMSDC connects corporate members with certified MBEs that meet their complex needs, through a focus on innovative tools and approaches.

Advocate – Leveraging our global presence, NMSDC promotes the value and innovation that minority suppliers provide to corporate supply chains.

The plan also recommended six areas of focus to strengthen the organiza-

tion over the next five years.

A member of the NMSDC Executive Committee serves as the executive sponsor for each Working Committee. Leadership roles are as follows:

Board Engagement Strategy – Executive Sponsor: Lisa Martin, Pfizer; NMSDC Liaison: Donna Long

Business Process Standardization – Executive Sponsor: Rick Hughes, Procter & Gamble; NMSDC Liaison: Maggie Chaparro

Network Governance – Executive Sponsor: Fred Lona; NMSDC Liaison: Marquis Miller

Performance Management – Executive Sponsor: Sid Johnson, Delphi; NMSDC Liaison: Casilda Del Valle

Targeted Services & Expanded Offerings – Executive Sponsor: Steve Miller, Walt Disney; NMSDC Liaison: Kanita Sandidge

Technology Modernization – Executive Sponsor: Reggie Layton, Johnson Controls; NMSDC Liaison: Russell Mayo

The committees began work in January, and will report their progress to the Executive Committee and Board of Directors in May.

NMSDC Adds Vice President of Information Technology to Staff

Len Leach has joined the National Minority Supplier Development Council as Vice President, Information Technology. In this senior staff role, he will serve as the lead technology educator for technology use and understanding. Mr. Leach will be responsible for all of the organization’s technology-related activities, including strategic planning, management, operations and service delivery.



Len Leach

“Technology is fast becoming the primary driver of business,” said NMSDC Presi-

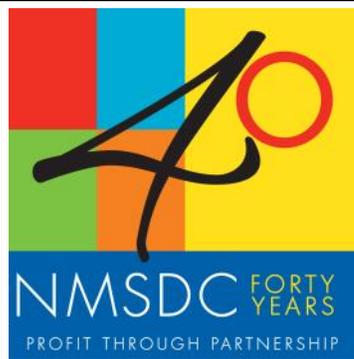
dent Joset Wright. “We are excited to add an individual of Mr. Leach’s background and experience to our staff as we work to expand our use of technology throughout the network.”

Additionally, the vice president, information technology, will lead the execution of the organization’s technology vision and strategy, and build appropriate buy-in for implementation across the organization’s internal and external stakeholders across the country; support the entire technological enterprise at the national level and offer support at the regional level; maintain a consolidated, integrated IT project plan; direct the implementation of IT projects; provide regular management reporting on plan; and

develop and implement operating performance standards for the technology infrastructure (desktops, data center, the network and applications).

Prior to joining NMSDC, Mr. Leach was an IT consultant for CBS Corporation and spent four years as the director of applications engineering and business intelligence at Brookfield Properties. He was also the director of application services for EMI Music for more than eight years.

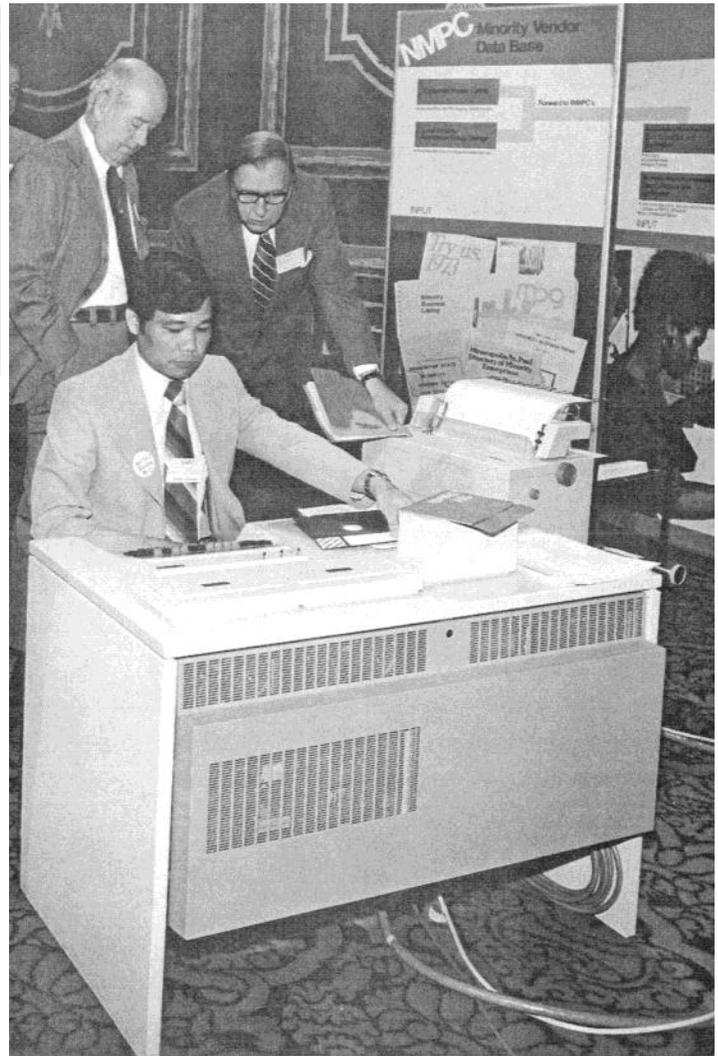
Mr. Leach earned a bachelor’s degree in computer science from City College, and a master’s degree in technology management from Columbia University.



Fun Facts for our 40th Anniversary

When the National Minority Purchasing Council (NMPC) was chartered in 1972, its primary function was to certify Asian, Black, Hispanic and Native American-owned minority business enterprises (MBEs) for its corporate members. As more companies were certified, the next task was to figure out how to keep track of them. The answer: a Minority Vendor Data Base.

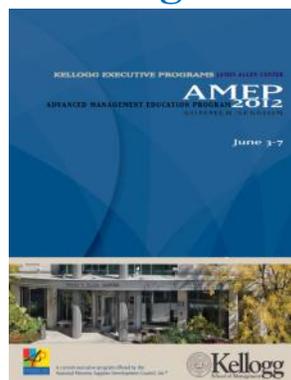
Pictured at the right (circa 1977) is the original data base used to store information about minority businesses certified by the NMPC. Today, the NMSDC database is known as the Minority Business Information System or MBISYS®. It is an electronic storehouse of more than 16,000 minority businesses certified by NMSDC's 37 affiliated councils. Each MBE has an MBISYS profile that provides a variety of information about the company: owner, size, location, description of the company's product or service, geographic coverage area, number of employees, certification date, etc. NMSDC's corporate members can access the password-protected database 24 hours a day to search for MBEs for procurement opportunities.



NMSDC Executive Education Program for MBEs Slated for June

NMSDC will offer its Advanced Management Education Program (AMEP) for owners of NMSDC-certified minority business enterprises (MBEs) June 3 through 7 at Northwestern University's Kellogg School of Management in Evanston, Illinois. This four-day executive education program is designed to provide chief executive officers of growth-oriented companies with the knowledge and tools to move their business to the next level of success.

NMSDC corporate members recommend MBEs for the program, which is taught by the staff at the renowned Kellogg School of Management. The



program also includes guest speakers who share their triumphs and challenges of entrepreneurship. To date, nearly 500 MBEs have completed AMEP.

"When I was selected to attend the

AMEP at Kellogg," said Vanessa Troyer, co-founder and chief executive officer of Architectural Mailboxes LLC., "I had no idea what I was in for. I soon learned I was provided with a great gift of education. The timing could not have been better. Our company was growing and looking to obtain a larger piece of the market share. After each classroom session, I discovered new tools that would help take our company to the next level. The goal of any education is to give the student the ability to reason and think critically. AMEP was the enabler that fully developed my critical thinking skills."

Eight MBEs Gain Corporate Plus® Status

Corporate Plus® welcomed eight new members in October 2011. The addition of these companies raises to 93 the total number of Corporate Plus® members. The new members are:

AEL Span, LLC is a Managed Service Provider operating in the supply chain logistics and electronics manufacturing space. Corporations use managed service providers to manage their supply chains and smaller suppliers. John Henderson is the president and chief executive officer of the Belleville, Michigan, company. Johnson Controls, Inc. is the Corporate Plus® sponsor.

Argent Associates, Inc. provides supply chain managed services in telecom, IT and the government sector. Betty Manetta is the president and chief executive officer of the company that is based in Edison, New Jersey. Alcatel-Lucent is the Corporate Plus® sponsor.

Blackstone Consulting, Inc. provides janitorial, facilities management,

maintenance and security services. Joe Blackstone is the president and chief executive officer of the company, which is based in Los Angeles, California. Sodexo is the Corporate Plus® sponsor.

ChemicoMays, LLC offers chemical management services. Leon Richardson is the president of the Southfield, Michigan-based company. General Motors Company is the Corporate Plus® sponsor.

JS Products, Inc. designs, develops and manufactures hand tools, lighting fixtures and other specialty tools. Juan Mora is the president of the company, which has its headquarters in Las Vegas, Nevada. Lowe's is the Corporate Plus® sponsor.

Kem Krest Corporation provides program management through supply chain fulfillment and after-sales solutions. Amish Shah is the president and chief executive officer of the company. Kem Krest is located in Elkhart, Indiana.

General Motors Company is the Corporate Plus® sponsor.

VisionIT provides contingent workforce solutions, specifically in the areas of information technology and engineering staffing. David Segura is the owner and chief executive officer of the Detroit, Michigan-based company. Pfizer is the Corporate Plus® sponsor.

World Pac Paper, LLC specializes in the distribution of high-quality printing and packaging papers and packaging solutions. Edgar L. Smith, Jr. is the chairman and chief executive officer of the company, which is based in Cincinnati, Ohio. Macy's is the Corporate Plus® sponsor.

Corporate Plus® is an unprecedented membership program of NMSDC, reserved for the highest-caliber minority business enterprises that have a proven capacity to handle national contracts for major corporations.

NMSDC Offers On-line Assessment Tool for MBEs

NMSDC has teamed with NuLevel Strategic Solutions, a North Carolina-based MBE, to offer the "Biz-Fit Challenge" — a series of free online assessment tools to help NMSDC-certified minority business enterprises (MBEs) determine the financial health of their companies. Developed by NuLevel, this set of online business tools will assist MBEs in assessing financial operating capacity, business health and value relative to their respective industries.

"Our corporate members factor in the financial health of a company when looking for supply chain partners," said NMSDC President Joset Wright. "This tool will help our certified MBEs determine their financial health, and better position them for corporate contracts and business success."

The Biz-Fit Challenge features three assessment tools. The Biz-Health Analyzer lets MBEs assess their business' health relative to profitability, liquidity,

solvency, leverage and efficiency—the most common factors considered by capital providers. The Breakeven Analyzer lets companies determine their current breakeven revenues and five-year projected breakeven revenues. The Valuation Analyzer lets companies get a rough fair market value estimate for the company, based on applied industry-based valuation multiples.

Since its launch in July, more than 160 MBEs have participated in the Challenge. To register for the Biz-Fit Challenge, click [here](#).

Business Mission to Australia

Continued from page 1

minority businesses through pre-arranged, one-on-one targeted business matchmaking meetings; meet with the Federal Minister for Aboriginal Affairs, and state and local gov-

ernment officials; network with AIMSC senior corporate procurement executives; meet with Indigenous business leaders; and enjoy side trips to points of interest such as the Sydney Aquarium, Wildlife World, Centerpoint Tower and Sydney Harbor.

Receptions, luncheons, dinners and other business events will be organized to provide mission participants with further opportunities to speak with local business and government representatives, as well as with U.S. corporate executives living and working in the region.

AIMSC is an affiliate of the NMSDC Global-Link program, an organization that mirrors the NMSDC minority supplier development model, and an organization that has scored major accomplishments in corporate membership growth and supplier certifications within its two years of operation.

Michigan MBE Goes from Employee to Owner to NFL Owner

Shahid Khan began working for Flex-N-Gate Corporation in 1970 while he was an engineering student at the University of Illinois at Urbana-Champaign. He left the company in 1978 to start a new venture: designing and building bumpers with an innovative design—a lightweight, continuous piece of metal with no seams to corrode or rust. Two years later, he bought Flex-N-Gate and built it into a \$3 billion-plus auto parts manufacturer with 14,000 associates. *Minority Supplier News* spoke to Mr. Khan about being an entrepreneur, and his latest business venture.

Minority Supplier News: Your business career could be a “blueprint for success” for other entrepreneurs. What would you list as keys to your success?

Shahid Khan: I have been in the automotive business. They have had a great minority development program. I participated in that. I think it was an absolutely great experience. The best thing was that it was results-driven. You had to meet all of the metrics. It really taught you about networking and access to the key decision-makers. You learned who they were, and you were provided the venues and the opportunities to be able to access them to pitch better ideas. In the automotive business, it almost borders on paranoia where it’s hyper-competitive. So, you have to add value every day, otherwise, you are very dispensable. So that puts a focus on continuous improvement as well as a constant focus on “how can I add value?” Otherwise, you’re not going to be relevant. You have the ups and downs, the rejections, the failures and you’ve got to be able to cope with that and pick yourself up and dust yourself off and move on. But I certainly found the whole program very, very helpful and informative.

MSN: What has been the most challenging aspect of being an entrepreneur?

SK: The ability to take rejection. I think that is expected. That is a given,

then how you deal with it is what distinguishes success from failure.

MSN: Forming joint ventures and participating in mergers and acquisitions are growth strategies that

many companies use **Shahid Khan** to great success. You have used them to great success. What advice would you give to minority business owners about their benefits?



SK: I think it’s absolutely paramount. In today’s environment, you are not going to be able to grow or survive, frankly, without that activity. I’ve had a mindset, certainly in the automotive business, that you have to grow regardless of what the economic environment might be. And you’ve got to have growth both internally and organically as well as external growth or acquisition growth. The rub is, where do you get the resources? You don’t want to be a deal junkie, where you are just buying or acquiring or merging for the sake of that. No, it has to make strategic sense and it has to make economic sense.

MSN: Many entrepreneurs cite the presence of a mentor as a contributing factor in their success. Do you have a mentor?

SK: I don’t have a single individual who served as a mentor, per se. I grew up in a family and my parents, certainly, were very informative. For me, I think the key organization or entity I would point to is my customers. Ford, Chrysler and GM had development programs and I’ve been a big beneficiary of those.

MSN: You started your career as an employee of Flex-N-Gate, and later bought the company. You recently purchased the National Football League’s Jacksonville Jaguars. How in the world did you position yourself to realize your dream of owning a professional sports franchise?

SK: A lot of common themes. This was like a six-year journey. It didn’t happen overnight. Getting yourself introduced,

understanding the business side of the sport and what the metrics are, who the people are, preparing for it, what the responsibilities are. In this case, finding the opportunity and then being able to exercise the opportunity which is being able to come up with the money. Those are huge challenges. As a member of the general public or a fan, you wouldn’t have found out about it [the sale] until about three months ago, but there was almost six years of hard work before that. And that [time and effort put in] is a formula for success in the automotive business. Years before it becomes formative, you have to be preparing for it.

MSN: You and your family are very philanthropic, giving to schools and supporting your local community. Do you think it’s important for MBEs to be philanthropists?

SK: I think it’s vital. I think it’s absolutely vital. The more you give, the more you get. I’m a huge believer in that and have been, really, almost from Day 1 – 40-something years ago. You start with a stage in life when really all you have to give is maybe your time, and maybe physical labor. From that, you can give some ideas, some brain power and maybe even contribute financially. But somehow, someday, you can be giving back. And it’s not always money or some material thing. It’s a lot more than that.

MSN: We’ve talked about your mentors. Do you have MBEs that you mentor?

SK: I get calls from MBEs all of the time and I do whatever I can to help them. Sometimes it’s giving an opinion on a business issue, sometimes it’s getting business or helping sort out a problem. But, I have been active with the Michigan Council for a long time, and they have business events and networking events, and I go to a lot of those. There was a time when I would be asking for people’s help or opinion on some issues, and now I have more people call me for the same. It’s a very nice network. You know how to get ahold of people, so I get calls all the time and see people all the time and try to help them whenever I can.

NMSDC Corporate Membership Grows in 2012

The National Minority Supplier Development Council has 15 new national corporate members thus far for 2012.

They are:

American Water Works Company, Inc. (Voorhees, New Jersey) is the largest public water utility in the U.S. Through regulated utilities and contract services operations, American Water Works serves about 15 million consumers in more than 30 states, plus Manitoba and Ontario. Annual sales are \$2.7 billion.

Capgemini America, Inc. (New York, New York) and **Capgemini US, LLC** (Chicago, Illinois) oversee the U.S. operations of Paris-based consulting giant Cap Gemini. The subsidiaries offer management and IT consulting services, systems integration, technology development design, and outsourcing services. Annual sales are \$1.5 billion.

Cracker Barrel Old Country Store, Inc. (Lebanon, Tennessee) operates 608 company-owned restaurants in 42 states. Annual sales are \$2.43 billion.

Cricket Communications, Inc. (San Diego, California) provides local mobile voice and data service to more than 5 million customers in 35 states. It is the primary operating subsidiary of Leap Wireless. Annual sales are \$3 billion.

East Penn Manufacturing Co., Inc. (Lyon Station, Pennsylvania) is one of the U.S.'s leading makers of lead-acid batteries. The company also makes battery cables, starter cable, terminals and other accessories. Annual sales are \$1.8 billion.

Federal Home Loan Bank of Chicago (Chicago, Illinois) is one of a dozen federal banks that comprise the Federal Home Loan Bank System that was es-

tablished by Congress in 1932. The FHLB Chicago provides secured loans and other support services to about 775 members, including commercial banks, credit unions, insurance companies and thrifts throughout Illinois and Wisconsin. Annual sales are under \$1 billion.

Highmark, Inc. (Pittsburgh, Pennsylvania) is an independent licensee of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans. Highmark serves 4.8 million members in Pennsylvania and West Virginia through the company's health care benefits business and is one of the largest Blue plans in the nation. Annual sales are \$14 billion.

Ingersoll-Rand Company (Davidson, North Carolina), a subsidiary of Ingersoll-Rand plc (Ireland), manufactures pumps and pumping equipment. Annual sales are \$5.7 billion.

JM Family Enterprises, Inc. (Deerfield Beach, Florida) is a large holding company with about 12 automotive-related businesses, including the world's largest-volume Lexus retailer. JM's major subsidiary, Southeast Toyota Distributors, is the nation's largest independent Toyota and Scion distribution franchise, delivering Toyota cars, trucks and SUVs to more than 170 dealers in six states. Annual sales are \$8.4 billion.

Las Vegas Sands Corporation (Las Vegas, Nevada) The Venetian and the Palazzo resorts on the Las Vegas Strip are among the company properties in the U.S. Annual sales are \$6.8 billion.

Marathon Petroleum Corporation (Findlay, Ohio) was spun off from Marathon Oil Corporation in 2011. The company operates six refineries with the capacity to process about 1.1 million barrels of crude oil a day. Marathon Petroleum sells refined products at 5,100 Marathon-branded gas stations and through

retail subsidiary, Speedway SuperAmerica's 1,350 outlets. It also holds stakes in 4,500 miles of pipeline and is one of the largest asphalt and light oil product terminal operators in the U.S. Annual sales are \$44.9 billion.

Motorola Mobility Holdings, Inc. (Libertyville, Illinois) Motorola Solutions (formerly Motorola) spun off its smartphone business into a stand-alone company in January 2011. Motorola Mobility took over its former parent company's mobile devices, wireless accessories, set-top boxes and video distribution systems products. Annual sales are \$11 billion.

NES Rentals Holdings, Inc. (Chicago, Illinois), formerly National Equipment Rentals, offers industrial and construction customers a range of aerial rental equipment, from scissor lifts, to boom lifts, rough terrain and truck-mounted cranes. It also supplies bulldozers, trenchers and skid steers, as well as scaffolding systems. Annual sales are \$301 million.

Ross Stores, Inc. (Pleasanton, California) operates about 1,090 Ross Dress for Less and dd's DISCOUNTS stores that sell mostly closeout merchandise, including men's, women's and children's clothing. Annual sales are \$8 billion.

TD Bank, NA (Cherry Hill, New Jersey), a subsidiary of The Toronto-Dominion Bank (Canada), has about 1,300 branches on the east coast of the U.S. Annual sales are \$4.5 billion.

Thomson Reuters (New York, New York), a subsidiary of The Thomson Company (Canada), provides electronic information and services to businesses and professionals worldwide. Annual sales are \$13.1 billion.

MARK YOUR CALENDAR

Be sure to add these upcoming NMSDC events to your calendar:

March 30-April 8 — Global Link Business Opportunity Mission to Sydney and Brisbane, Australia. For more information, contact Eric Vicioso at eric.vicioso@nmsdc.org.

April 9 — NMSDC Supplier Diversity Online Program (7-8 week cycle). Contact Maggie Chaparro at maggie.chaparro@nmsdc.org for more information.

April 12-13 — NMSDC Regional Program Managers' Seminar, Atlanta, Georgia. For more information, contact Maureen Vialva at maureen.vialva@nmsdc.org.

April 17-19 — NMSDC Quarterly Meeting, Puerto Rico. For more information, contact Marquis Miller at marquis.miller@nmsdc.org.

May 23 — Minority Business Leadership Awards Dinner Dance, Hilton New York and Towers, New York City. For reservations, please contact Christina Santos at christina.santos@nmsdc.org.

October 28-31 — NMSDC Conference and Business Opportunity Fair, Colorado Convention Center, Denver, Colorado. Stay tuned to www.nmsdc.org for more information.

Michigan MBE Becomes NFL Owner

Continued from page 5

MSN: Major League Baseball is the only one of the four major professional sports leagues that is a member of the NMSDC. Do you plan on incorporating supplier diversity into the business processes in Jacksonville? Do you think supplier diversity is something that should be introduced across the NFL?

SK: I saw that, and frankly, I was kind of surprised by that. It's certainly something that I'm going to be investigating. I would maybe have some influence on the NFL, but certainly for the Jaguars, I'm going to explore it and see what we can do.

MSN: How are you able to juggle your business at Flex-N-Gate with your new position as owner of the Jaguars?

SK: In a way, that's the easiest question but also the toughest. And I'll tell you why. One thing MBEs don't do well — and I wasn't doing it well — and until you master that, you can't break through to real success, and that is finding the best people. MBEs have a tendency to get their daughters, their brother-in-law or whatever in critical positions. Sometimes it works; a lot of times it doesn't work. So the No. 1 thing I tell MBEs when I go talk to them is, "hey, you've got to find the best person for the job." And the breakthrough that I had was there were many, many years where people working for me made a lot more money than I did, and I was the owner of the company. And I had no issue with that because when you find the best people, you have to pay them competitive wages. It's not what you can afford, it's what you own. So, this is a key point that you have to make. They (MBEs) are not finding the best people. So for me, we can have 14,000 employees in place in different countries because we've got the best people. And that's not just for MBEs — that's for ANY company. A lot of MBEs start out as Mom and Pop shops, and there's nothing wrong with that. That's the backbone of America. But, you get to a point where you have to make that transition. And frankly, I've seen a lot more MBEs fail in Michigan than succeeded. Why? When they had the opportunity, they had the time, they had the money, they didn't pick the best people.

NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL CORDIALLY INVITES YOU TO
SAVETHEDATE
 WEDNESDAY MAY 23 2012

FOR ITS
**MINORITY BUSINESS LEADERSHIP AWARDS
 DINNER DANCE 2012**

JOIN US AS WE MARK OUR
40TH ANNIVERSARY
 AND CELEBRATE SOME OF THE LONG-TERM BUSINESS PARTNERSHIPS BETWEEN CORPORATE AMERICA
 AND NMSDC-CERTIFIED ASIAN, BLACK, HISPANIC AND NATIVE AMERICAN SUPPLIERS.

AT THE
GRAND BALLROOM HILTON NEW YORK AND TOWERS
 1335 AVENUE OF THE AMERICAS, NEW YORK CITY

RECEPTION AT 6:30 P.M. DINNER AT 7:30 P.M.
 BLACK TIE



NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL CONFERENCE AND BUSINESS OPPORTUNITY FAIR

Minority Businesses and Corporate America

ADVANCING MINORITY SUPPLIERS IN THE GLOBAL SUPPLY CHAIN

- **NEARLY 7,000 EXPECTED TO ATTEND**
- **LARGEST NATIONAL BUSINESS OPPORTUNITY FAIR OF ITS KIND**
- **TARGETED WORKSHOPS AND LEADERSHIP TRAINING OPPORTUNITIES**
- **ISM CERTIFICATION CREDIT AVAILABLE**
- **COUNTLESS NETWORKING OPPORTUNITIES**



**OCTOBER 28 - 31, 2012
COLORADO CONVENTION CENTER
DENVER, COLORADO**

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